



# **WOMEN**

**Lutheran World Federation**

**March 1976**

**Newsletter No. 4**

goals. If you have worked out some plans for the coming years, we would be most happy to print them in the next issue of our Newsletter, so that others can learn from them. Lutheran women all over the world seek information about their sisters in the different churches. Please, share your ideas, information about your activities and about your daily lives with your sisters. Write to us, and we shall print your letters in our Newsletter, if you give us your permission.

Let me now tell you that also the Women's Desk of the LWF together with its Advisory Committee spent a lot of time trying to define some of the most urgent goals which the LWF should accomplish during the coming years with regard to women.

As you know, the LWF has an *ADVISORY COMMITTEE ON WOMEN IN THE CHURCH*. This committee is composed of one woman of each continent. Let me now mention the names and addresses of the members of this Advisory Committee, so that you would all know who is representing your continent. If you want to write to your representative, feel free, she would appreciate your encouragement and your suggestions.

**AFRICA** : Ms. Elisabeth Karorsa  
Evang. Church Mekane Yesus  
P.O.B. 111  
Gulellel  
Addis Ababa / ETHIOPIA

**ASIA** : Ms. Rita Wang  
Evang. Lutheran Church of  
Hong Kong  
The Family Planning Association of Hong Kong  
152 Hennessy Road  
Hong Kong

## Dear Sisters,

It is time to inform you again about some of the activities which took place since our last Newsletter.

As you see, women all over the world tried to contribute in whatever ways possible to the International Women's Year. The year is over now, which does, however, not mean that our initiatives should stop. The International Women's decade has just begun and we should try to set goals for ourselves and our women's organizations what we would like to see accomplished during the next five or ten years. The task ahead of us is huge, therefore every brain, every heart and every hand is needed if we want to achieve something.

In this Newsletter we are printing the goals which the American Women's Organizations have set for themselves for the women's decade. This is, naturally, only meant as an example. Each country, each church and each group will know what those goals are which they want to set for themselves. We would be very interested to hear from many of you in the different member churches about your

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U S A

The second meeting of this Advisory Committee took place in New York, USA Jan. 12th-19th, 1976. Besides the evaluation of last year's work we have spent a lot of time discussing immediate and future programmes. This year there will be again *leadership development seminars* (in Brazil, Tanzania and most probably also in South Africa). One very important event will be the International Consultation of Lutheran Women. For more information on this, see news item in the box.

An important year in the life of the Lutheran World Federation will be 1977, for the Sixth General Assembly of the LWF will be held in June of that year in Dar es Salaam, Tanzania. This will be the first Assembly, at which, hopefully a larger number of women will be present as voting delegates than ever before. Dr. Carl Mau, the General Secretary of the LWF has stressed in his letter of invitation to the member churches the need for including women into the delegations to the Assembly. As a matter of fact, the Executive Com-

mittee of the LWF approved a chart indicating the minimum number of women which each church has to include into its delegation if it would like to have the maximum number of voting delegates at the Assembly. All nominations have to reach Geneva by June first, 1976. I am sure that your church leaders would appreciate your help in finding the best, most vocal, most active and most knowledgeable women delegates, who could contribute in a creative and meaningful way to the success of the Assembly.

You will hear from us more in connection with this event.  
As you see, a lot of important events are ahead of us. We need all your ideas, suggestions and prayers.

In the hope of hearing of many of you,  
with cordial greetings,  
Yours,

Eva Zabolai-Csekme

LWF SPONSORES INTERNATIONAL CONSULTATION FOR WOMEN

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The long awaited international gathering of Lutheran women will take place in Asia, as from December 5th to 12th, 1976.

The aims of the consultation are :

- to foster international ecumenical community among women
- to discuss questions related to women in the church on the international level
- to work out proposals to the forthcoming LWF Assembly with regard to future programmes of the LWF for women

Due to the very severe financial situation of the LWF Women's Desk the number of participants to this consultation will be very limited. Therefore, it has to be made sure that the participants sent by your church would be the ones who would best articulate the concerns of women at the consultation and who would upon return communicate the decisions of the consultation to their local constituency.

Since the consultation will also deal with questions related to future LWF work with and among women it is hoped that those women selected to attend the LWF Assembly 1977 in Dar es Salaam, Tanzania will be given priority to participate in the international consultation.

More information will follow in the next newsletter.

BOOKS BOOKS BOOKS BOOKS BOOKS BOOKS

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### THE SHALOM WOMAN

by Margaret Wold, Augsburg Publishing House, Minneapolis, Minnesota,  
published in 1975, US \$ 2.95

Shalom is the gift that makes a woman a whole person. The Shalom Woman is at peace with herself. Concerned with the well-being, sense of spirit and happiness of all humans. Striving for the completeness that comes from attaining full potential as a human being. The Shalom Woman has found her freedom in Jesus Christ.

In a fascinating way Margaret Wold synthesizes interviews with women from around the world with research into women's movements and careful re-examination of the Scriptures to define the concerns, needs, and opportunities of women in the church today.

### WOMEN IN A STRANGE LAND

Search for a New Image

edited by Clare Benedicks Fischer, Betsy Brenneman, and Anne McGrew Bennett  
Fortress Press 1975, Philadelphia, US\$ 3.50

Sixteen women who have not yet given up on the church and its capacity to effect change here struggle - like the faithful of ancient Israel - to "sing the Lord's song" in their place of exile. Students and teachers, singles and married, career women and homemakers, parents and clergy, they willingly share in a personal way their explorations and discoveries. They are confident of the awareness that must develop in the church community and they project their image of a new church and a new society.

### WOMEN AND WORSHIP

A Guide to Non-Sexist Hymns, Prayers, and Liturgies

by Sharon Neufer Emswiler and Thomas Neufer Emswiler

Harper & Row, Publishers, New York, Evanston, San Francisco, London

Sharon and Thomas Neufer Emswiler, a unique husband and wife ministerial team, are convicted that the Christian tradition provides no sanction for worship in the masculine idiom. WOMEN AND WORSHIP calls for the elimination of sexism from the liturgy and is the first book to come up with a set of concrete proposals to change things. From "the call to worship" to the "benediction" a wealth of original prayers, affirmations, and responses is provided. A statement of belief begins. "I believe in the living God, the Parent of all humankind..." In a collect, God loves all people "as a mother loves her children." There are also complete liturgies, centered on such themes as "imagining God" and the "liberation from role stereotypes." WOMEN AND WORSHIP is thus one important step beyond ideology and rhetoric. It fills an obvious vacuum and is a useful handbook for more effective worship-

BOOKS BOOKS BOOKS BOOKS BOOKS BOOKS

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# All India Women's Conference

The annual All-India (Lutheran) Women's Conference gathering participants from 9 states, took place at Gurukul Theological College and Research Institute, Madras - 10, jointly sponsored with the UELCI on November 28 till 30th, 1975. Fifty-five delegates (including some ecumenical participants) discussed the topic "Social Injustice to Women".

The conference was inaugurated by the former minister of Tamilnadu, Dr. Sathiyavani Muthu. She first outlined the many obstacles in society which a woman must surmount. These injustices were further detailed in subsequent major lectures on social injustice in a male-dominated society (Ms. N. Shanmugasundaram), in marriage customs (Ms. J. Arnold), in family life (Dr. Renuka Somasekar) and in the church (Ms. Victoria Chandran).

The special role of the woman as mother of children was recognized. But is a woman's fulfilment in life only possible through bearing of children? Must the woman's whole life be determined by this one biological role? In the home, society and church cannot the woman perform roles equally with the man? Has the woman been created "weaker" by God or by society, asked Ms. Esther Rajashekhar.

The list of social oppressions of women identified by the conference was devastating. In general society injustices run from lower coolie for women labourers to stigmatizing single women, selling off brides, compelling unlimited child-bearing, and separating off widows. This pattern of social oppression is true in varying forms and degrees all over the world, reported Ms. Katakshamma Benjamin, Indian delegate to the International Women's Year Conference in Mexico City.

In the home the oppression starts with the disappointment at birth, running through the teaching of a helping role, quiet acceptance of injustices, fear of the opposite sex (cf. paper on sex

education by Ms. Helen Dasan), interruption of education, and ending in insulting Christian marriage vows, financial dependence, and servant position in the husband's home. Indian society has been organized to preserve the integrity of the family, and the Indian woman has been sacrificed in the process. Is this value system to be perpetuated, or is it to be rejected and replaced? It is first the Indian woman who must answer this question.

The values of subordination to men and self-sacrificing endurance of injustice have become part of many Indian women's whole mind-set, observed Ms. Kamala Minson, President of the All-India Conference of Christian Women. Women themselves enforce these values on their daughters and on other women. Clearly, women are often their worst enemies. Is self-oppression a Christian virtue?

The conference noted with embarrassment and anger that some of the most blatant injustices towards women take place in the church, the proclaimed new community in Christ where there is to be "neither male nor female". Why are women not given leadership roles? , challenged Ms. Clara Clark in her opening sermon. Why are qualified women not ordained? Is Paul's advice in one social context to be binding on all times and places? Why is the dowry system ignored - even supported - by many pastors? Why is women's work considered a permanently separate wing and not a training ground for full participation in all aspects of church life (as, for example, in youth work)? Must women start up separate renewal movements in the church, such as Dr. B.V. Subbamma explained in her ashram movement?

The conference concluded with resolutions by the delegates to raise all of these issues in their Women's

Fellowship back home. The women further resolved to seek ways to organize and communicate better among themselves. They felt the need to ally with other secular women's organizations as well. Finally, the delegates resolved that seeking their just rights and roles in society was not to be an end in itself. Their goal must remain to gain freedom and opportunity so that they may better utilize their talents and energies in the total mission of God on earth to which they have been called in their Baptism. The closing Service of Holy Communion conducted by Rev. Eva Zabolai-Csekme, LWF Women's Secretary, affirmed their unity and call in this divine purpose.

Sigmund Freud once remarked about women, "biology is destiny". To a great extent that has been true for centuries. The question facing each woman, wife, mother, and growing girl today is if Freud's observation will remain true in their lives. The question facing every man, husband, father, and growing boy is if they are prepared to accept the women of today as their equal partners in the common work to be done. What is the new society we envision for our home, our church, and culture in the coming decades? If that society is to be one of men and women standing side by side in mutual respect and dignity, both men and women must begin to work side by side now to effect it.

**O**n November 8th, 1975 delegates from the four Lutheran churches in Hong Kong gathered in the Truth Lutheran Church, Waterloo Road, Kowloon to celebrate the foundation of the newly created *LUTHERAN WOMEN'S FELLOWSHIP ASSOCIATION*.

Through this action, women were pioneering in leading the Lutheran churches into a new stage of cooperation.

In November 1974 women of different Lutheran churches discussed for the first time a possible merger of the women's organizations of their churches. In the course of this year, women gathered several times to design the new organization and work out its constitution. During the first Assembly on November 8th, 1975 delegates of the four Lutheran churches adopted the new constitution and elected the officers of the organization.

*Ms. Rita Wang*, General Secretary of the women's organization of the Evangelical Lutheran Church in Hong Kong and Asian representative of the LWF Advisory Committee on Women in the Church, has been elected with overwhelming majority chairperson of the *LUTHERAN WOMEN'S FELLOWSHIP ASSOCIATION*.

Further were elected :

*Ms. Helen Y.L.T. Lin* as first vice chairperson (Tsung Tsin Mission)

*Ms. Eunice Ho* as second vice chairperson (Missouri Synod)

*Ms. Yuen Chen-Ping Yeung* as third vice chairperson (Rhenish Church)

In his opening speech *Dr. Ming Chieh Wu*, President of the Evangelical Lutheran Church in Hong Kong and President of the Hong Kong Chinese Lutheran Churches Association emphasized that it was a natural process for

# **Historic Moment for Lutheran Women in Hong Kong**

the women's organizations to unite, for the Lutherans in Hong Kong share the same faith.

Although they all belong together, it will not be an easy task to start a new cooperation. He prayed that God would give strength to the women for carrying out the work ahead of them.

The inauguration address was given by Rev. Eva Zabolai-Csekme, the Women's Work Secretary of the Lutheran World Federation. Church leaders of all four Lutheran churches and Rev. Zabolai-Csekme co-celebrated the ceremony installing the new officers and the 16 member comprising Executive Committee.

Dr. Ming Chieh Wu, President of the Evangelical Lutheran Church in Hong Kong, Rev. Stephan Cheung, President of the Chinese Rhenish Church, Rev. O.Y. Chan, Chairman of the Tsung Tsin Mission, and Rev. Philip Ho, Vice President of the Lutheran Church, Missouri Synod expressed their joy and appreciation about the creation of this new organization, congratulated the women and conveyed their best wishes to the *LUTHERAN WOMEN'S FELLOWSHIP ASSOCIATION*. ◆

#### *H K B P Women Active in Training for Leadership*

Over 300 women attended a consultation held by the Batak Protestant Christian Church (HKBP) Women's Department in Medan, North Sumatra, as from February 3rd to 9th, 1976.

The consultation dealt with issues which had been discussed prior at the LWF Leadership Training Seminar in Sukabumi, November 1975. (See following report) and which were now presented by some of the participants of that seminar, e.g. Women's Role in Development, Methods and Principles of Leadership, Responsible Parenthood.

The Consultation was concluded with some statements, resolutions and plans regarding the future programme :

- the involvement of women in church responsibilities, especially to urge women and congregations to be ready to accept women elders
- support of the family planning programme
- leadership training
- mental preparation for modern life
- health for the people in rural areas
- renewal of the old tradition

Further in February 1976 forty six women participated in a Leadership Training Seminar held by the North Sumatra Regional Council of Churches in Kabanjahe.

# LWF Seminars and Regional Workshops in Asia

**F**ourty participants from the five Lutheran churches in Indonesia and the two Lutheran churches in Malaysia gathered in the Wisma Oekumene Centre in Sukabumi (Java) for an LWF sponsored Leadership Development Seminar for Women.

This was the first training seminar in which women from all Lutheran churches in Indonesia participated jointly. This opportunity was greeted with great enthusiasm by all participants. The excellent atmosphere and the strong feeling of sisterhood throughout the seminar were visible expressions of this feeling. This seminar marked a new stage of cooperation between the women's organizations of the different churches.

Under the motto : *FREE TO DEVELOP, LEAD AND SHARE* the seminar dealt with :

1) Women's role in economic development, 2) Family planning and population education, 3) Methods of evangelization, 4) Bible studies, 5) Women in the church - theological aspects, 6) Organizational techniques for work with and church, 7) Planning for regional, and international level.

Sister Theresella Tir of the School of So-karta, Indonesia, em-

**INDONESIA:**  
**free to develop,  
lead and share**

sentation about *Women's role in economic development* that economic development means not only economic growth but also change in economic behaviour, in economic life and therefore change in the economic structure. Since the most important factor in economic development is the change in social attitudes, women have an important role to play. Experience in Java shows that change of value systems is easier achieved through committed women's groups than through government programmes. Women have to realize that it is also in their hands to effect the needed social change.

*Family planning and population education* was dealt with by Dr. Omas Ihromi, assistant professor of sociology at the University of Jakarta and consultant to the W H O with regard to family planning, Ms. Nancy Piet, consultant to the

taseputra, Principal  
cial Work in Yogyakarta  
phasized in her pre-

*Women's role in eco-*

Asia Foundation for Family Planning, and Dr. Olly Mesah, medical doctor and co-worker of Church World Service.

It has been made clear to the women that overpopulation was a global problem and that people had to learn to think about humanity as a whole and not only about their own clan or family. Emphasis was also put on the results of overpopulation, such as : famine, lack of education, unemployment, etc.. The resource persons pointed especially to local customs which are barriers to family planning, like the urge to increase the size of the husband's clan, the value put on the birth of male children, etc..

Women also had the chance in the seminar to discuss matters related to facts of life in detail, and gather useful information which was otherwise not available to them.

Dr. B.V. Subbamma, renowned evangelist and leader of the Christian Ashram movement in India emphasized that in *Evangelization* the total Gospel has to be presented to the whole person and that it is not possible to separate the spiritual needs of the individual from that of his / her physical ones. The Good News must be applied to the life and needs of the individual or society. Therefore, the methods of evangelization have to be related to the situation in which people live.

In the *Bible study* sessions, participants of the seminar dealt with theological issues regarding women and engaged in comparative Bible studies relating to their situation.

Dealing with the subject of *Women in the church*, Rev. Eva Zabolai-Csekme, Secretary for Women's work within the LWF, emphasized that the task of women in the church is not any different from the task of the church as a whole. Therefore, whenever women in the church plan for their work, they have to ask themselves the question : "What is the church?" and "What is its mission?" In attempting to answer these questions it was pointed out that women had to contribute as much as possible to making the church, the new community in Christ, an open community, a serving community, a community in mission and an eschatological community. This necessarily includes the re-examination of the situation of women in the churches.

Under the subject *Organizational techniques*, Eva von Hertzberg, staff member of the Women's Desk of the LWF led the women into theoretical deliberations and practical demonstrations regarding

- 1) Principles and methods of leadership
- 2) Concepts and techniques of programme planning
- 3) Methods of conducting workshops, seminars, and conferences.

Intensive work has been devoted to *Planning for action* on the local, regional and international level. Priority was given to issues like training for women, including Bible women's training, and to outlining more effective structures for work with and among women. Scholarships for women and international exchange were emphasized among the requests to the Lutheran World Federation.

Plans for further cooperation among women of the different Lutheran churches in Indonesia and Malaysia were worked out.

This new stage of cooperation has been greeted with great enthusiasm by the leaders of the different Lutheran churches who, together with a large number of women gathered in Jakarta for the closing rally on November 2nd, 1975. Each of them brought words of greetings and encouragement to the participants of the seminar. The final celebration of the successful conclusion of the seminar has been arranged by the Mayor of West-Jakarta who had invited the participants to his home for a dinner and folklore entertainment. At this occasion, Dr. Soritua Nababan, Vice President of the Lutheran World Federation expressed his appreciation of the work of the seminar and spoke words of encouragement to the leaders of women. This event was also shared by Prof. Dr. Andreas Aarflot, member of the Executive Committee of the Lutheran World Federation.

The success of this seminar was also due to the excellent preparation and the invaluable assistance of the Jakarta preparatory committee under the leadership of Ms. Lieke Simanjuntak and Ms. Alida Nababan. Besides the preparatory arrangements, considerable financial help was given to the seminar by the different Lutheran women's organizations and the participants themselves. ■

## **HONG KONG: designing actions for the future**

Leading women from the different Lutheran churches in Hong Kong, the Taiwan Lutheran Church, the Kinki Evangelical Lutheran Church (Japan) and the Lutheran Church in the Philippines gathered for a regional workshop in Hong Kong. This event was carried out by the Women's Desk of the Lutheran World Federation and led by Rev. Eva Zabolai-Csekme and Eva von Hertzberg.

The aim of this workshop was : to outline goals and to design adequate actions for the coming years regarding work with and among women.

First of all the participants have dealt with the needs of women in their respective countries. Emphasis has been put on self-awareness of women, theological issues regarding women's role in church and society, education for the different offices in the church, leadership development with special regard to visitation, counselling, Bible study methods, family life, needs of underprivileged groups, different age groups and awareness of international connections affecting the life of the communities.

In the following discussions the participants outlined suggestions for actions concentrating mainly on education for different services.

The participants recognized that the tasks set can only be carried out effectively if each of the churches employs at least one full-time women's secretary. The women felt strongly about the fact that for other concerns of the church full-time staff was employed but work with and among women had to be carried out by volunteers without special training.

Therefore, the participants of the Regional Planning Meeting addressed a *resolution* to their respective synods asking them to employ a women's secretary where this office did not yet exist.

The group also outlined major points regarding the training of the women's secretary and pointed to the LWF scholarships and asked their churches to make use of this opportunity for the education of these women's secretaries.

Realizing the fact that especially in Hong Kong the tasks can only be carried out in cooperation with all four Lutheran churches, the participants of the Regional Workshop addressed a *resolution* to their church leaders asking them to support their joint efforts.

The participants of the workshop were also aware of the fact that the work with and among women suffers a great deal because female church workers often lose their job after marriage. They urged the churches affected to pay serious attention to this matter and grant continuity of women's jobs even after marriage, thereby assuming that women workers receive the same treatment as male workers.

In view of the fact that in these churches more and more women enter the Theological seminaries the participants addressed a *resolution* to their churches urging them to consider seriously the question of ordination of women thereby preparing themselves for the new situation.

Special attention has been paid to the future programme of the newly founded *Lutheran Women's Fellowship Association* in Hong Kong. The group has worked out proposals to be brought before the Executive Committee of the new organization.

In discussing the training possibilities for women leaders, it was unanimously agreed upon that only very few such opportunities existed for those who wish to receive qualified training. Therefore, the group recommended that the LWF Advisory Committee on Women in the Church considers the possibility of organizing a 10 to 12 week *training programme* on the international level. This programme should be attended by the national leaders of the Lutheran women's organizations who then in turn could promote leadership training for women on the national level. As a tentative date for this training programme, the second half of 1977 was suggested.

Besides this training programme emphasis has been put on international exchange through *visitation programmes*. ■

*CORRECTION to :*

*The List of Leaders of Lutheran Women's Work around the World, in Newsletter 3*

*TANZANIA:*

Ms. Vivian Gulleen,  
Executive Secretary for Women's Work  
Central Synod - ELCT  
Box 100  
Singida

(not Idara ya Wanawake)

Twenty four Lutheran women from different parts of the Philippines gathered at the campus of the Ateneo de Manila University, Quezon City, for a three-day workshop (November 16th-19th, 1975) to discuss:

*The role of women in the Lutheran church in the Philippines- past, present and potential.*

The aim of the workshop was to design an ongoing training programme for women in the church. It had been organized and financed by the LCP.

The opening worship service was held by Dr. Robert McAmis, president of the LCP. He encouraged the women to live up to their potentials more fully by proclaiming the Gospel and playing an active part in the life and work of the church at all levels.

As resource persons were invited:

Women's Desk :

Ms. Eva von Hertzberg and Rev. Eva Zabolai-Csekme.

During the seminar the participants identified the needs of women and those of their society and worked out plans for future involvement.

Among other positive results of these days there was the outlining of a proposal with regard to the establishment of the

*Lutheran Women's League in the Philippines,*

an organization to encourage further and coordinate Lutheran women's activities.

In preparation of their future involvement the participants requested the LCP to organize a leadership development seminar for women in

## PHILIPPINES: The Role of Women Past, Present and Potential

Ms. Emma Alunen, a trained deaconess and part-time instructor of the University of East Manila,

Dr. Mary Racelis Hollnsteiner, Sociologist, Director of the Institute of Philippine Culture,

Ms. Theresa Nieva, Founder of the Christian Family Movement of the Philippines and Chairperson of the Bishop's Businessmen's Conference for Human Development,

Sister Christine Tan, Major Superior of all the Women Religious in the Philippines and for the whole of Asia, and the only member of the Liaison Committee of the Church and Military,

and two staff members of the LWF

1976 with the major topics :

- Muslim culture
- Nutrition
- Sanitation and health which would include preventive medicine and drug education
- Family education which would include family planning

The participants of the workshop expressed their hope that this initial meeting would greatly contribute to a more active involvement of women in the life and work of the Lutheran Church in the Philippines.

**M**embers of the Governing Committee for the Lutheran World Federation's International Scholarship and Personnel Exchange Program urged at their annual meeting here that increased financial support for the program be sought in the future.

The panel examined 144 applications but was able to grant only 58 new scholarships, largely because of fund shortages, according to the Rev. Otto Immonen, staff secretary for the program.

Of the 58 new scholarships, 28 are for long-term study of theology or other academic disciplines and 30 for short-term and practice-oriented programs. They were granted to 18 candidates from Africa, 22 from Asia, 13 from Europe, two from Latin America and three from North America.

## Scholarship

### Committee

## Urges More Financing

#### *Family Program Suspended*

Agreeing with the recommendation of a staff committee, the governing panel suspended for this year a relatively new aspect of the program which allows some students to bring their families with them to their places of study. Again, the decision was for financial reasons.

Under the family program, when a period of study in another country is to last more than six months the scholarship recipient may request to be accompanied by his or her family. At present this is the case with 15 male and two female students.

#### *More Female Applicants Wanted*

Considerable attention was given by the committee to the relatively low number of female scholarship applicants. Of the 58 scholarships granted only 10 went to women; however, it was noted that only 18 of the 144 applications received were from women.

A special study on participation of women in the program conducted during the last year by one committee member, Ms. Norma Knutson of Minneapolis, Minnesota (USA), examined a variety of traditional and cultural factors which have held down the role of women in church leadership activities. The study encouraged special emphasis on ways to make women aware of their training opportunities.

In this connection, a broad information-sharing effort - through publications, personal contact and seminars - was called for, not only through established churchwomen's organizations but utilizing all possible church communication channels.

#### *Group Programs Continuing*

Two initial ventures under another aspect of the scholarship program - arranging for country-to-country group study - were evaluated as successful and the committee endorsed further use of this approach.

Under two group programs projected for 1977, both in the United States, six persons will study women's participation in church and society and another group of six will examine developments in theological education.

**UNDP**

*in co-operation with the  
IWY Secretariat and NGO  
groups, has produced a  
multi-media packet  
entitled :*

## **WOMEN IN DEVELOPMENT**

The packet includes two 16mm colour films, six 35mm colour slides with audio-cassettes (in English), texts in English, French and Spanish, as well as background reports and study guides.

Designed for use within the UN development system as well as within governmental and NGO agencies, the packet provides a vivid "presence" of women in many developing countries on their own ground and in their own terms.

The materials are planned for use in orientation and training sessions for workers in public health, rural and vocational training, community organization, cottage industries, retailing, animal husbandry, inter-agency co-operation, small technology, financing and credit for rural women, and fertility. The packet will also be useful to NGO groups and could be used selectively for television.

The contents include :

*Outside GNP*, 16mm colour film. 9 minutes. Explains that women's labour in subsistence agriculture and in the home is excluded from gross national product figures and shows what this deletion means to the planner ... and to women.

*Overview: Development and Women*, 35mm colour slides, audio-cassette, 10 minutes. Answers the question - What kind of Development? - by showing that to increase consumer goods at the expense of social development fails to improve the quality of life for all.

*Honduras : Community Awareness for Development*, slide-sound, 10 minutes. Takes the viewers step by step along with planners and members of a small community as they assess priority problems and decide how to solve them.

*Ethiopia : A New Education in Family Life*, slide-sound, 10 minutes. Shows how a national NGO for women integrated training in economic activities and health services in their family life education projects.

*Economic Commission for Africa : Seeking New Planners*, slide-sound, 10 minutes. Presents the ECA's approach to women and development that resulted from studies of co-operative ventures in Kenya that independent women's groups had implemented themselves.

*Philippines : "Self-Actualizing" Education*, slide-sound, 10 minutes. Illustrates how well women are aware of their economic needs and how readily they can be motivated, by non-formal education to address those needs.

*Small Technology : New applications*, slide-sound, 10 minutes. Shows the importance of small technologies to women in developing countries, how improvements could offer relief and points to ways of improving accessibility to better tools.

*Inside GNP* (working title), 16mm film, 23 minutes. Shows several examples in Colombia of women assuming improved roles in the economy, and innovative links between planners and community participants.

*Literature*. Scripts of the sound tracks, additional reference notes and study guides tailored to each of the above audio-visual presentations.

*How to Order :*

Orders for whole packets or units may be placed with UNDP, Division of Information, Attention: Women in Development, 1 UN Plaza, New York, N.Y. 100017. Subject to change, prices are: one complete packet: \$ 250. One slide-sound album: \$ 43. Outside GNP: \$ 36. Inside GNP: \$ 50. (Cheques or money orders should be made payable to the United Nations Development Programme and marked "Women in Development".)

From: Development Forum  
UN / CESI, Jan.-Febr. 1976

Ms. Lucy Wang new member of  
LWF SCHOLARSHIP GOVERNING COMMITTEE

The LWF Commission on Studies appointed Ms. Lucy Wang (Chen Chia-huei), Taipei, Taiwan to serve on the Governing Committee for the International Scholarship and Personnel Exchange.

After a teaching career with different assignments, Ms. Wang is now principal of a girls' middle school in Taipei.

With Ms. Lucy Wang and Ms. Norma Knutson (USA), two out of the six members of the Scholarship Governing Committee are women.

**T**iruchirapalli, INDIA (EPS)

History was made by the 15th Synod of the Church of South India with the declaration that "men and women are both equally eligible for the ordained ministry of the church and the dioceses are authorized to recruit, train and ordain women to the office of presbyter". Two-thirds of the diocesan councils must ratify the decision.

In addition the synod agreed that as a general policy women should make up not less than 25 % of the membership of all committees, commissions and councils of the dioceses and in the synod and youth should make up not less than one-third of the total membership.

The synod was attended by 344 delegates, observers and visitors including 24 from overseas. Sessions

## **Church of South India moves**

### **toward Women's Ordination**

were held at Bishop Heber College from 13th to 17th January. Formed in 1947 by the union of Anglican, Presbyterian, Methodist and Congregational churches, the Church of South India today has a membership of 1.6 million people in 18 dioceses.

In another important action on "life style" the synod advised church members to miss a meal once a week and set aside the money for people in dire need, once a month to invite one of the poorest families in the community to eat a meal together and finally to donate one day's salary a month for social development work.

Insofar as the 20-point programme of Prime Minister Indira Gandhi and her government is intended to make a significant contribution towards the amelioration of the conditions of the poor and oppressed, the synod called on dioceses and members to cooperate fully with the government in implementing this programme. At the same time the synod pleaded for a more radical and economic programme to bring about " a structure of justice meaningful for all sections of the people".

The synod expressed appreciation for the Prime Minister's commitment to preserve the democratic structure of the constitution. As freedom of communication is essential, the synod appealed to the Prime Minister to withdraw the present restrictions on freedom of the press and fundamental rights as early as-possible. It also asked "fair means of justice" for political prisoners.

Theme of the meeting was *Jesus Christ Frees and Unites*. Expressing concern at the unjust structures and powerful exploitative forces operating in both nation and church, the synod took a strong stand against those who acquire wealth through illegal and anti-social means. The church was asked to distribute its unused or unusable land and property to the underprivileged for housing sites. And a uniform law of succession (inheritance) was advocated for all citizens. A thorough study of church life will be undertaken by a competent committee.

EPS, no. 3  
29th January 1976

*NEW DAY FOR WOMEN PROCLAIMED BY NORWAY'S LUTHERAN BISHOPS*

Oslo (EPS) - A commission of the Lutheran Bishops' Conference of Norway has resolved, by 4 to 1 majority, that women can no longer be asked "to be submissive" to their men. The Apostle Paul's admonition merely reflected the mores of his time and, in accordance with Art. 28 of the Augsburg Confession, is not eternally binding for the church, the bishops declared.

The Commission determined, that a practical view of the tasks of women and men in society, home and church must be based on the fact that women and men were created in the image of God and therefore are equal before God. The church has too easily accepted traditions and sociological structures without questioning and criticizing decisions and specific sex roles on the basis of equality, love and service, the bishops said.

With the advent of the women's liberation movements, the patriarchal social order is more and more being questioned by an ethical consciousness in accord with the Christian understanding of the value and the rights of all humankind. Today the Christian Church must realize this basic view by working towards woman's liberation to the best of its Christian understanding.

Equality of women must be for Christians as natural as the Christian home, which forms the basis for husband and wife to build their life together. The Lutheran Bishop's Commission warned expressly against the assumption that the liberation of women also demands new forms of sexuality. It urged that the position of women in the church must be improved and recommended that the church encourage women to enter the ministry. The Bishop of Nidaros voiced other views.

EPS, no. 3  
29th January 1976

A superb response - 69% - was received from a cross-section of American Lutheran Church congregations invited to share information on the participation of women in the corporate life of these congregations. Thanks to those who responded on behalf of the 329 congregations! This article highlights the picture the responses revealed.

Three of every four ALC congregations have at least one woman officer. In most congregations - 60% - she is the secretary. Or, she may be the financial secretary (36% of the congregations) or the treasurer (29% of the congregations). Still, in three percent of the congregations a woman is president and in five percent a woman is vice president of the congregation.

Women are particularly likely to be on the Board of Education (79% of congregations), the music committee (56%), and the youth committee (50%), and to serve as superintendent of the Sunday

## **Three Quarters of ALC Congregations**

### **Have at Least One Woman as an Officer**

school (60% of the congregations). A woman is likely to chair only the Board of Education.

The Board of Trustees and the Board of Deacons are least likely to have women members. Even so, in 16% of the congregations there is at least one woman in the Board of Trustees and in 22% on the Board of Deacons.

(Incidentally, 88% of the congregations have a Board of Education, 74% a Stewardship and Finance Committee, 69% a Youth Committee, 67% a Board of Trustees, 64% a Music Committee, and 61% or 62% an Evangelism Committee, a Worship Committee, or a Board of Deacons. Only 43% have a Social Concerns Committee.)

In four of every five ALC congregations, women serve on the church council. They comprise up to one fourth of the church council members in 44% of the congregations and from one fourth to one half of the members in another 32% of ALC congregations.

Women almost universally serve in music leadership roles (choir, organist, soloist) in the public worship of the congregation. In one half of the congregations (49%) women join in reading the lessons and in 41% of the congregations they give temple talks. As many as 29% of the congregations have women ushers, 27% have women distributing the bread and/or wine in the Lord's Supper, and 23% give women opportunity to conduct the liturgy.

Whether changes are needed to avoid "male" words when "all the people of God" are in mind is an issue yet to be resolved in ALC congregations. Nearly 40% of the respondents indicated that they make such changes in worship services, constitutions, and publications of the congregation. An additional 14% indicated that they do not but they should. Nearly one half of the respondents reported that they do not make such word changes, many feeling them unneeded, five percent feeling that it would be resented if they did.

When words are substituted they include such as: people, person, children, believers, members, one another, humanity, human beings, sons and daughters, brothers and sisters, folk, and laity. The marriage service unites husband and wife.

These and other findings of the survey have been reported to the Task Force on the Full Participation of Women in the Church. To this observer congregations are taking seriously the guidelines for action adopted by the 1972 General Convention statement on "Women and Men in Church and Society".

Dr. Carl F. Reuss

#### LUTHERAN CHURCH WOMEN IN LIBERIA ELECTED NEW PRESIDENT

At their convention in Totota as from January 16th to 18th, 1976 the Lutheran Church Women in Liberia elected

*Ms. Casselia L. Stewart*  
new president of their organization.

Ms. Stewart is a counsellor-at-law and at present research counsel at The Honourable Supreme Court of Liberia and Legal Counsel of the Lutheran Church in Liberia. She is also a member of the LWF Advisory Committee for Urban Industrial Mission in Africa.

The former president of LCW is Ms. Priscilla Payne, a full-time nurse matron who energetically and creatively worked for the forming of the women's organization and its constant growth during the last years.

We wish God's blessings both, the former and the new president and to all Lutheran Women in Liberia.

## **What is the US National Women's Agenda ?**

**T**he U.S. National Women's Agenda is a clear statement of the priorities and goals of over 90 national women's organizations representing more than 33 million women. It is a dramatic statement of what remains to be accomplished if women are to play a full and equal role in our nation's life.

In less than six months the national women's community has come together in an unprecedented demonstration of unity and focus. Each organization feels strengthened by the fact that its own goals are reflected in the *National Women's Agenda*, supported by so many women.

### *HOW WAS THE NATIONAL WOMEN'S AGENDA CREATED ?*

The National Women's Agenda was an initiative taken by the U.S. women's community in response to International Women's Year. International Women's Year 1975 mandated that each member of the United Nations focus on its own problems and gains in women's rights. Despite their readiness to help meet this mandate, many U.S. women and women's organizations felt they had virtually no vehicle through which to participate in the United States IWY planning and activities. In response to this situation, the Women's Action Alliance, a non-profit resource center for women's organizations, contacted nationally based women's groups interested in women's issues. From these contacts and many meetings came the first National Women's Agenda. A very wide spectrum of women's organizations created the Agenda and intend to see its goals realized during the coming years.

### *WHAT HAPPENS NEXT WITH THE NATIONAL WOMEN'S AGENDA ?*

*National Women's Agenda Day* - December 2nd, 1975, is National Women's Agenda Day. On that day women's organizations in each state will present the Agenda to Mayors, Congressional representatives, Governors, and other decision makers. Women will call upon decision makers to take specific and concrete action to achieve Agenda goals. Agenda day aims to serve as a catalyst for the development of the broad-based coalitions of women's groups and the creation of local "agendas for action".

*Task Forces* - Task forces are being organized around several of the eleven Agenda issues. National organizations participating in the Agenda will work cooperatively to define specific strategies for achieving each major goal. Each group will contribute according to individual styles, capacities and program interests. The Agenda will thus serve as a tool for improving communication among its participants and for mounting new initiatives.

*A Women's Bicentennial* - The Bicentennial is the time for implementing the National Women's Agenda! Work will continue throughout the year to accomplish each Agenda goal. Towards that end, the national women's groups agree on the need for a national women's conference in 1976 and will work to assure federal funding for such a plan.

## Preamble

We, women of the United States of America, join together to challenge our Nation to complete the unfinished work of achieving a free and democratic society, begun long ago by our Founding Mothers and Fathers. Join us as we commit our lives, energies and talents to the attainment of this goal.

In creating the first National Women's Agenda, we are making explicit demands on our Government, and on the private sector as well. Firm policies and programs must be developed and implemented at all levels in order to eliminate those inequities that still stand as barriers to the full participation by women of every race and group. For too long, the nation has been deprived of women's insights and abilities. It is imperative that women be integrated into national life now.

We are women with interests and roots in every sector and at every level of society. Although our programs and goals may vary, still we have agreed upon issues which must be addressed as national priorities so that women will play a full and equal role in this country.

Diverse as we are, we are united by the deep and common experience of womanhood. As we work towards our common goals, we insist upon the protection of this diversity, and call for the simultaneous elimination of all the insidious forms of discrimination, not only those based on gender, but also race, ethnicity, class, lifestyle, sexual preference, and age.

Full realization of our Agenda also requires commitment to peace as fundamental to a free society, and attainment of the Constitutional guarantees of equal rights. Without these, women's rights in the society will be neither guaranteed nor preserved.

The U.S. National Women's Agenda declares full equality under law, as embodies in the Equal Rights Amendment, to be essential to the equality of opportunity and access for women in all aspects of life, including specifically:

● FAIR REPRESENTATION AND PARTICIPATION IN THE POLITICAL PROCESS

Election of legislators who support the principles set forth in the U.S. National Women's Agenda

Encouragement for women to run for elective office, and provision of the necessary resources for women candidates

Appointment of increased numbers of women to political positions

Systematic preparation and examination of all legislation taking into account its effects on women

Rapid development and enforcement of laws and regulations to open the political process to all citizens

Commitment to and enforcement of equal access and affirmative action rules within political parties

Education of women regarding the political process and how it affects their lives

● EQUAL EDUCATION AND TRAINING

Enforcement of federal, state and local laws which guarantee equal access to and treatment in all educational, vocational and athletic programs and facilities

Development of non-discriminatory educational and vocational guidance programs, with equal access for all students

Elimination of sex role, racial and cultural stereotyping at every level of the educational system, and in educational materials

Inclusion of realistic curricula on health and human sexuality throughout the educational process

Equalization of financial aids and research opportunities

Equity in funding from private and public sources for organizations providing programs, opportunities and services for girls and women

Development of continuing education programs to meet the needs of varying life patterns, and to access and give education credits for appropriate life experiences

Increased numbers of women on faculties, administrations and policy making bodies, at all levels of educational systems.

Incorporation of women's issues into all areas of educational curricula

● MEANINGFUL WORK AND ADEQUATE COMPENSATION

Enforcement of legislation prohibiting discrimination at all levels of employment

Extension of anti-discrimination legislation to cover all governmental units

Extension of the basic workers' benefits and rights to groups of workers not now covered household workers, migrant and agricultural workers, and homemakers

Economic and legal recognition of homemakers' work

Development and enforcement of affirmative action programs in the public and private sectors

Assistance of equal access to job ladders, promotion policies, and employer or government funded career development training programs that expand employment and management opportunities for women

Provisions for flexible work schedules which do not in any way abrogate protections and benefits of collective bargaining agreements

Recognition of pregnancy related disabilities as normal, temporary employment disabilities

Increased representation of and participation by women in all levels of union activity

Attainment of equal pay for comparable work that is work frequently performed by women which is equivalent to work performed by men but for which women receive less pay

Review of widely used industrial designs and machinery which inhibit women's work production

Development of programs which counter prevailing myths and stereotypes regarding women workers, and which recognize the ability of women and men alike to set goals and to achieve success in work

● EQUAL ACCESS TO ECONOMIC POWER

Establishment of a minimum standard of income and other benefits for low income and disadvantaged persons, which protect their equity and respect the individual rights and dignity of all women

Elimination of discrimination in income tax laws and removal of sex bias from the social security system and introduction of coverage for unpaid homemakers

Elimination of discrimination against women applying for credit

Comprehensive revision of family laws which relate to the economic status of women

Elimination of discrimination by sex in inheritance laws

Removal of all barriers to women entrepreneurs

Education of women to their actual and potential economic responsibilities and power

● QUALITY CHILD CARE FOR ALL CHILDREN

Creation of a comprehensive and adequate system of child care

Establishment of convenient and responsive child care facilities and programs which include parent involvement

Inclusion of child care as a tax deductible expense

Development of programs for the recognition, treatment and prevention of child abuse

● QUALITY HEALTH CARE AND SERVICES

Support for and expansion of convenient and responsive medical and mental health services available without regard to ability to pay

Implementation of the legal right of women to control their own reproductive systems

Expansion of private and public health insurance to provide for women's special needs

Increased attention to and support for research into new drugs and medical procedures which have special significance for women

Increased attention to and support for research into the safety of all drugs and procedures which have special significance for women

Establishment and implementation of informed consent as the right of every patient

Examination of present mental health services and programs in terms of impact on women

● **ADEQUATE HOUSING**

- Elimination of discrimination in the rental of housing
- Elimination of discrimination in the sale of housing, and in granting mortgages, insurance and other credit requirements
- Provision of private and public funding programs to assure adequate supplies of low and middle income housing

● **JUST AND HUMANE TREATMENT IN THE CRIMINAL JUSTICE SYSTEM**

- Repeal of laws which treat women and men differently within the criminal justice system
- Equalization of services for women and men offenders
- Provision of comprehensive health programs and medical facilities for women in institutions
- Creation of effective rehabilitation programs which permit expansion of economic and social opportunities for women offenders
- Elimination of employment barriers to women charged with or convicted of criminal offenses
- Development of programs which provide community support and services for indicated and convicted women and their families
- Provision of community based prevention and intervention programs for juveniles
- Achievement of expanded representation and participation of women in positions of authority in the criminal justice system
- Repeal of laws that criminalize status offenses, that is, offenses which are not criminal if committed by an adult

Improved treatment of rape victims by personnel within the criminal justice system

Re-examination of laws pertaining to victimless crimes

● **FAIR TREATMENT BY AND EQUAL ACCESS TO MEDIA AND THE ARTS**

Encourage increased financial support and wider exposure of women's media and artistic efforts, and expansion of opportunities for the entry of more women into careers in the arts and media

Encourage increased participation of women in all aspects and levels of the media and communications industries

End stereotyped portrayals of women and girls in all media, and encourage efforts to portray them in positive realistic roles

Encourage treatment of women's issues as regular news rather than as items of interest to women only. Encourage elimination of media formats which segregate women's issues reporting from all other news topics

● **PHYSICAL SAFETY**

Recognition of and respect for the autonomy and dignity of the female person

Recognition of rape as violent and serious crime

Reform of laws which make it unduly difficult to convict rapists and which place victims of rape in the role of the accused in the legal system

Creation and expansion of support programs for rape victims

•RESPECT FOR THE INDIVIDUAL

Protection of the right to privacy of relationships between consenting adults

Extension of all civil rights legislation based on affectional or sexual preference

End to prejudice and discrimination against women who wish to determine their own names

Elimination of discrimination against women based on marital status

Recognition that women are individuals with full rights to make choices affecting their lives

The U.S. National Women's Agenda is supported by over 90 nationally based women's organizations. The goals presented in the Agenda reflect a determination among these organizations that women must plan and work together, each according to individual styles, capacities and programs, to achieve their collective goal of full equality.

For further information contact :

Women's Action Alliance  
370 Lexington Ave  
New York, N.Y. 10017  
U.S.A.

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*INTERNATIONAL TRIBUNAL FOR CRIMES AGAINST WOMEN*

On March 4th, 1976 a five-day International Tribunal for Crimes Against Women opened in Brussels, Belgium. More than 700 women from all parts of the world attended the Tribunal which dealt with such topics as medical injustices against women, rape, wife beating, incest, slavery, forced motherhood and psychological violence to women.

In order to enable women to speak up about these very sensitive issues all male journalists were banned from the Tribunal.

Even so that power struggles and dissension were part of the Tribunal it was evident that the common concerns of women were stronger than their cultural or ideological divisions.

The Tribunal ended with a call for a *World Movement*. Women all over the world realize that their problems cannot be solved in isolation, but only if they unite in sisterhood across geographical, cultural, ideological and social borders. Plans were worked out for continuing the dialog on the national levels and a similar Tribunal in five years was envisaged.

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